



## REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 10/1/18	<u>Interviewer:</u> SGS	<b>RFA #18-72</b>
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Staff; former student		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status:    Male ☐ Female ☒    Administrator ☐    Faculty ☐    Staff ☒    Student ☐  
 Concern Regarding:    Male ☒ Female ☐    Administrator ☐    Faculty ☒    Staff ☐    Student ☐

**Category:** *(Please check at least one)*

- |  |  |   |                                     |  |
|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age                           | <input type="checkbox"/> Color             | <input type="checkbox"/> Creed              | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status      |
| <input type="checkbox"/> Marital Status                | <input type="checkbox"/> National Origin   | <input type="checkbox"/> Race               | <input type="checkbox"/> Religion   | <input type="checkbox"/> Retaliation         |
| <input type="checkbox"/> Sex/Gender                    | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression |  |   |                                     |  |

Time Line		
Date	Item	Comments
10/1/18	[REDACTED] t/c with SGS	[REDACTED] is referred to EOO after speaking with HR. She would like to voice concerns of inappropriate behavior from [REDACTED], particularly during [REDACTED] field courses.
10/2/18	SGS t/c with [REDACTED]	
10/4/18	[REDACTED] leaves voicemail for SGS	[REDACTED] appreciates SGS's offer to facilitate a discussion with [REDACTED], but feels she is able to meet with him on her own.
10/30/18	Lynae Rickman t/c with [REDACTED]	Calling on behalf of SGS. SGS hoping to follow-up with [REDACTED] following [REDACTED] conversation with [REDACTED]. Setup appointment for 11/1/18.
11/1/18	SGS meeting with [REDACTED]	
11/9/18	CM phone calls to [REDACTED]	CM phone calls to [REDACTED] to see if they would be willing to come speak with me.

11/9/18	█████ called EO and scheduled meeting with	█████ scheduled meeting with CM on 11/14/18 at 3:00
11/13/18	CM emailed █████ and █████	CM emailed █████ and █████ asking if they would be willing to speak with me
11/14/18	█████ email to CM	█████ emailed with CM, scheduling a meeting for 11/15/18 at 11:00
11/14/18	CM meeting with █████ at EO	<p>CM met with █████ in the EO office. █████ explained that she had recently switched out of the department because of █████. █████ expressed concern relating to student treatment during the field course. Most of █████ concerns did not involve EO protected categories. █████ did express some ways in which he treated women differently than men (more critical of women, yells at women more if they screw up (but also yells at men, just not as much)), but said for the most part, his conduct was equally concerning relating to all students. █████ said that █████ would make "sexist, old boys club" jokes when he did not think women were around. █████ could not remember █████ making any comments about sex or comments that were particularly sexual. █████ said █████ is a different person on campus than he is at the field course.</p> <p>█████ said she had previously participated in an investigation conducted by Sonja Fritts and had spoken to her in March of 2018.</p>
11/15/18	CM meeting with █████ at EO	<p>CM met with █████ at the EO office. █████ explained that she participated in an investigation done by Sonja Fritts beginning in the fall and that the last time she met with her was early spring, 2018. █████ indicated everything she told CM, she had already told Sonja.</p> <p>█████ expressed concerns related to the treatment of students during the field course which primarily do not concern EO protected categories. When asked about EO concerns, she said █████ would make comments to women like "stand there and look pretty" while the boys would be made to do the "heavy lifting." █████ said during down time at the camp, █████ would make comments about "banging" a lot of women in college and saying he was a "womanizer" while talking with an older western student. █████ said the rest of them were not really part of the conversation, but they could still hear him. █████ said sometimes they would talk about what they would do when they got home, the women said "take a shower," and the men said "have sex." █████ participated and contributed to the conversation, which █████ thought was oversharing by a professor.</p> <p>█████ described an instance in which she was on campus and █████ made the comment about how women should be kept barefoot and pregnant. █████ said this was a completely random, out of context comment and she had no idea why he had said this to her.</p>
11/26/18	CM phone interview with █████	<p>CM interviewed █████ over the phone as she lives in █████</p> <p>█████ indicated she had previously talked to Sonja Fritts as part of a previous investigation into █████. █████ indicated she participated in the field course in 2017 and the majority of her concerns were not related to EO protected characteristics. █████ said █████ exerted power and control over all the students equally, regardless of gender. █████ said she did think █████</p>

		<p>would be more aggressive with women who pushed back, but she was not sure whether this was just because the women tended to push back more frequently than the males. She said the only man she saw push back was closer to [REDACTED] age than the other students, and he treated him kindly and equally as opposed to other students who pushed back.</p> <p>[REDACTED] said she felt like [REDACTED] treated his male and female graduate students differently- specifically, she felt like [REDACTED] gave his male grad students more attention and was easier to get in touch with. [REDACTED] said in 2016 [REDACTED] had two male grad students as well as herself, then in 2017 he had three female grad students. [REDACTED] felt [REDACTED] assigned tasks around the [REDACTED] based on gender, with the women being asked to clean and cook while the guys would sit around and talk.</p>
11/28/18	CM phone call with [REDACTED]	<p>CM phone call with [REDACTED]. CM explained she is helping SGS with the concern raised by [REDACTED]. CM asked [REDACTED] if he was aware of whether or not [REDACTED] knew that there had been a previous investigation into [REDACTED]. [REDACTED] indicated he did not believe [REDACTED] was ever interviewed for the investigation, but believed she knew of its existence as she was friends with [REDACTED] and others who had participated.</p>
1/22/19	SGS and CM phone call to [REDACTED]	<p>[REDACTED] disclosed that she experienced negative mental health consequences as a result of her participation with the field course program, however, she also disclosed that she was connected with resources and was in a program that she found to be helpful. SGS informed [REDACTED] that she would close out with [REDACTED] and [REDACTED] and while she would not disclose the mental health diagnosis, she would share the mental and emotional pain [REDACTED] experienced as a result of her participation. [REDACTED] told SGS that while it is true that [REDACTED] will not get future grad student, he still has close access to undergraduate students and this is greatly concerning to her. SGS indicated she would share [REDACTED] concern with the Dean. [REDACTED] thanked SGS for resolving her concern and indicated that she felt heard by the EO process. SGS informed [REDACTED] that she would follow up with [REDACTED] and that the issues she raised seemed to have been investigated as part of the formal investigation. SGS let [REDACTED] know that the EO office is here if she needed anything additional, and [REDACTED] indicated she appreciated the EO assistance.</p>